UCSF
Newsbreak
News for the UCSF Campus Community
VOL. 13, NO. 8 APRIL 10, 1998

Daughters at work

The deadline for the fourth annual "Take Our Daughters to Work Day" has passed, but space is still available to girls interested in careers at UCSF. Employees are also encouraged to volunteer the day of the event on Thursday, April 23.

To register a girl for the program, pick up a schedule and form in the lobby of the Medical Sci. building. Call 476-0729.

Infertility forum to explore science of biological clock

By ABBY SINNOTT

An estimated 15 percent of couples nationwide feel the heartache that comes with having difficulty conceiving a child.

One of the most significant causes of infertility — the inability to become pregnant after one year of trying without contraception — is that women are first attempting pregnancy later in life, says a UCSF women's mental health expert.

In fact, 20 percent of women in the US are having their first child after age 35. Many women today are focusing on careers and self-advancement during their twenties, the prime childbearing age, rather than on marriage and children, says Nancy Kaltreider, UCSF professor of clinical psychiatry. As a result, some women are finding that when they are ready to have children during their thirties and forties, their bodies are not. Many find their reproductive choices are limited.

"Many women, particularly those on challenging career paths, usually plan ahead to achieve their goals," says Kaltreider, director of the Program for Women at Langley Porter Psychiatric Institute. "When their bodies fail to cooperate when trying to get pregnant, this is very troubling for achievement-oriented women because it is often the first time that they are unable to accomplish something they want."

To raise consciousness among women and their health care providers about the importance of women and couples actively sequencing life events early on before facing biological obstacles and the

(See **Infertility** on page 3)

Enroll for domestic partner benefits

UC employees who want to add newly eligible dependents to their health plans, with coverage effective July 1, can enroll beginning Monday, May 4.

The special enrollment period will continue through Friday, May 22.

The University is expanding its definition of dependents eligible for medical, dental and optical insurance to include an adult tax dependent relative, a same sex domestic partner, natural or adopted child(ren) of an eligible domestic partner and grandchild(ren) of an eligible domestic partner. Details of eligibility requirements and the enrollment procedures and additional costs, if any, will be mailed to all faculty and staff during the last week in April, according to the UC Office of the President (UCOP).

The UCSF Benefits Office has scheduled the following meetings to provide information and answer questions on this expanded benefit:

UCSF/MOUNT ZION: Monday, May 4, time to be announced, Herbst Auditorium;

PARNASSUS CAMPUS: Tuesday, May 5, 12-1 p.m., School of Nursing Room 225;

SAN FRANCISCO GENERAL HOSPITAL: Wednesday, May 6, 12-1 p.m., Carr Auditorium;

MISSION CENTER BUILDING: Monday, May 11, 12-1 p.m., Room 126.

Chris T. Anderson

A word of advice

Professor of epidemiology Virginia Ernster and Jane Norbeck, dean of the UCSF School of Nursing, listen as Mary Anne Koda-Kimble, chair of the department of clinical pharmacy, offers advice to junior faculty at a recent forum titled "Paths to Leadership for Women at UCSF." See pages 4 and 5 for stories about how these women and other women are advancing their careers.

Link between tobacco smoke, lung cancer clearer, researchers say

By JENNIFER O'BRIEN

Researchers took a big step closer to proving a molecular connection between tobacco smoke and one of the key factors associated with some cases of lung cancer: specific mutations in the p53 tumor-suppressor gene of lung cells.

The finding requires further study, says lead author John Wiencke, a UCSF associate professor of epidemiology. However, it lays the groundwork for developing a means of determining whether a given individual has developed lung cancer as a result of exposure to tobacco smoke — even second-hand smoke.

The investigation, conducted by UCSF's Wiencke and colleagues at Harvard Medical School and Massachusetts General Hospital, was presented March 31 at the American Association for Cancer Research meeting.

Scientists have known for several years that there is a strong "association" between the specific pattern of mutations often seen in the p53 tumor-suppressor gene of lung cancer cells and exposure to tobacco smoke. But until now they have not had hard evidence that tobacco smoke actually caused these mutations.

Previous studies in lab cultured cells have demonstrated that the carcinogens in tobacco smoke known as polynuclear

(See **Tobacco** on page 7)

School of Dentistry courts private industry for collaboration

By JENNIFER O'BRIEN

Corporate leaders in science and technology-related industries joined clinicians and researchers of UCSF's School of Dentistry recently for the first-annual Millberry Seminars.

The two-day program was established by the School with the goal of developing collaborative, long-term relationships with industry that could lead to new cures, treatments and diagnoses of oral diseases and malformations.

"This initiative is motivated by the philosophy that no new cure, treatment or diagnostic method discovered within University laboratories can ever benefit a single human being without the active collaboration of the corporate sector," says Dean Charles N. Bertolami, professor and dean of the UCSF School of Dentistry. "It is our hope that providing an environment and structure for interaction between a diverse group of faculty and corporate leaders will benefit both groups in significant tangible and intangible ways."

The select group of corporate leaders included representatives of the biotechnology, pharmaceuticals, product and device manufacturing, computer and instructional technology and health maintenance industries. Attendees included Brad Vale, vice president, venture capital group, Johnson & Johnson; Kenneth Kornman, the chief scientific officer for Medical Sciences Systems; Masakazu Nakamura and Larry Farrell, vice presidents, oral technologies, John O. Butler Co.; Bruce Cleverly, president of Oral-B Laboratories; and Katsuyuki Masuno, vice president, Tokuyama.

William Rutter, CEO of Chiron Corp., spoke on commercializing innovations in science.

Presentations and seminars over the two-day program focused on where the field might be headed in the future, rather than on short-term objectives.

"The experts here today from the biotechnology and other industries," says John Greenspan, professor and chair, department of stomatology, "are the people best able to see the commercial and, thus, public health applications of what we do. We hope that the ongoing Millberry Seminars program will allow them and others in industry to take full advantage of the enormous creative enterprise here at UCSF."

In his presentation, Steven Silverstein, professor of dental public health and hygiene, reviewed the emerging demographics of California and how they will affect the dental market. He also touched on continuing conundrums in dental research, and the declining oral health status of the children in California.

Susan Fisher, professor of stomatology, gave a talk titled "Mucin Magic," a reference to a glycoprotein that is a constituent of saliva. She explained her research involving bacterial and fungal adhesion mechanisms on the surface of teeth. Fisher is investigating the process by which salivary proteins become adsorbed to the tooth surface and act as a conduit for bacteria. This process involves carbohydrate residues, which form on the outer shell of cells and thus govern these microbial interactions.

"Considering that an organism known

(See **Dentistry** on page 7)

UCSF ranks among top in NIH grants for biomedical research

All four UC San Francisco health science schools ranked among the top three comparable institutions in the country in the 1997 fiscal year competition for federal research dollars from the National Institutes of Health (NIH), according to the most recent data obtained from the agency.

The UCSF schools received a total of $211.2 million in research grants, training grants, contracts and fellowships during the 1997 federal fiscal year, $1 million more than during the 1996 fiscal year.

Peer review determines who receives NIH research money. At UCSF, numerous basic and clinical research projects aimed at understanding or treating a variety of diseases — including cancer, heart disease and AIDS — have been supported by NIH.

The UCSF School of Pharmacy remains the top-ranked pharmacy program in the nation, receiving 47 awards totaling nearly $12.5 million in 1997. UCSF ranked ahead of pharmacy programs at University of Utah ($9.4 million), University of Arizona ($5.9 million), University of Kansas ($4.5 million) and Florida Agricultural and Mechanical University ($4.2 million). Fifty-eight institutions received NIH funds for pharmacy research and programs.

The UCSF School of Medicine received 622 awards for $180.3 million. UCSF ranked second, behind Johns Hopkins University which received $210.3 million. The University of Pennsylvania ($175.3 million), Yale University ($170.8 million) and Washington University ($170.3 million) placed third to fifth. A total of 129 medical institutions received NIH awards in 1997.

The UCSF School of Dentistry ranked first with nearly $13 million from 50 NIH awards. The University of Washington ($17.9 million) placed first among 41 institutions, and University of Pennsylvania ($7.1 million), University of Michigan ($6 million) and University of North Carolina ($4.9 million) completed the top five.

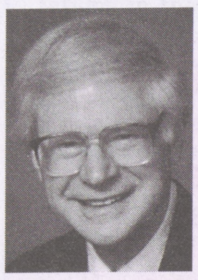
The UCSF School of Nursing, which received 26 awards totaling $5.5 million, ranked third among 72 institutions in its category. It placed behind the University of Pennsylvania ($6.7 million) and the University of Washington ($6.5 million) and ahead of Case Western Reserve University ($3.1 million) and University of North Carolina ($2.9 million).

— Bill Gordon

Gazette

Francis Greenspan wins Charlotte Baer Award

Francis S. Greenspan, clinical professor of medicine and radiology, has been selected as the 1998 recipient of the Charlotte Baer Clinical Faculty Award, which will be presented at the annual meeting of the Association of the Clinical Faculty on Thursday, April 23 at the Pan Pacific Hotel in San Francisco.


Greenspan

Greenspan is described by his colleagues as, "clearly one of the most outstanding teachers in the medical school." A much beloved teacher, and an exemplary clinician and scientist, Greenspan has served on the clinical faculty at UCSF since 1959. As chief of the thyroid clinic and as an attending physician on the endocrine service, he has been involved in organizing a variety of course sections, from the thyroid section of the Introduction to Clinical Medicine to continuing education courses on endocrinology and metabolism. He is a regular attendant and contributor to the weekly endocrine rounds at UCSF, and was the chief of staff for the medical service from 1970 to 1984. Greenspan has also been instrumental in enlisting a number of his colleagues to serve as members of the volunteer clinical faculty.

In addition to his many contributions to the UCSF School of Medicine, Greenspan has a busy private practice specializing in endocrinology. He pursues research on pituitary hormones and the management of thyroid diseases, and has published more than 85 articles and texts. He has been the chief editor of five editions of *Basic and Clinical Endocrinology,* which is the standard text for medical students throughout the country.

Greenspan is a member of numerous medical organizations, including the California Medical Society, the American Medical Association, the Endocrine Society, the American Federation for Clinical Research, the Western Society for Clinical Research, and the American Association of the Advancement of Science. In addition to being a member of the American Thyroid Association, he served as its treasurer from 1983 to 1988.

For his years of dedication and research in the field of endocrinology, Greenspan has been honored as a member of the California Academy of Medicine, appointed as a fellow in the American College of Physicians, and as a recipient of the Distinguished Service Award from the American Thyroid Association. For his contributions to UCSF, Greenspan has been inducted into the Gold Headed Cane Society as an honorary member, and nominated for an Award for Excellence in Teaching by the UCSF medical school class of 1993.

Clinical faculty to honor three

Three members of the School of Medicine clinical faculty will be honored for their achievements and contributions in teaching at the annual meeting of the Association of the Clinical Faculty on Thursday, April 23.

Awards of special recognition will be presented to Lawrence Feigenbaum, clinical professor of medicine, William Kapla, associate clinical professor of family and community medicine, and David Schindler, clinical professor of otolaryngology.

■ A 1948 graduate of UCSF, Feigenbaum was appointed clinical instructor of medicine in 1954. Described by colleagues as a man of remarkable vision, Feigenbaum recognized that elder care would become an important component of internal medicine, and founded the Mount Zion Institute on Aging, now the Goldman Institute on Aging, where he currently serves as planning director. In the mid-1970s, he recognized the importance of outpatient clinic and ambulatory-based curriculum in training residents, which led to his instrumental role in establishing a primary care residency track at Mount Zion Hospital. Feigenbaum is still very active in teaching medical students and residents. He has served on more than 15 campus committees and on numerous committees and boards relating to geriatric interests, including the Gerontological Society of America. A fellow in the American College of Physicians, he has won several national, state and local awards.

■ Kapla attended medical school at the Colorado University School of Medicine and received his residency training at Presbyterian Hospital in San Francisco. In 1981 he became a clinical instructor in the department of family and community medicine.

In spite of a demanding private practice specializing in HIV and AIDS care, he has been a dedicated community preceptor of medical students since his initial appointment at UCSF and has supervised family practice residents from the San Francisco General Hospital family practice residency program. Kapla serves as a member of the Association of the Clinical Faculty administrative council and as chair of the Professional Relations and Ethics Committee for the San Francisco Medical Society (SFMS). He is a member of the American Academy of Family Practice, the California Medical Association, SFMS, and the Bay Area Physicians for Human Rights.

■ After graduating from UCSF in 1966, Schindler completed an internship and residency at UCSF and was appointed clinical instructor in the department of otolaryngology. He acts as a mentor to residents and young faculty members, and as an active member of the alumni association attends many student functions. He teaches an "aggressive office management" course to residents and students, and has served on the department of otolaryngology executive committee.

Schindler has served on the UCSF Medical Staff Executive Committee, and as a board member for the Alumni-Faculty Association and the Association of the Clinical Faculty. He actively raises money for the school as a member of his class reunion committee, and as the founder and president of the foundation Hearing Research Inc. The foundation has funded the production of the cochlear implant and the development of a program for treatment of dyslexia and other auditory problems.

Chris T. Anderson

Symposium honors Rice

At a health policy symposium named in her honor at Laurel Heights on March 24, Dorothy Pechman Rice, professor emeritus of health economics at UCSF's Institute for Health & Aging at right, shares a moment with Karen Davis, president of the Commonwealth Fund. Rice mentored Davis for many years in Washington, D.C. when they both worked for the federal government. Rice is one of the leading researchers in the field of cost of illness and injury.

Appointment

Gordon

Bill Gordon, senior public information officer, Public Affairs: Appointed to assistant news director. Since his arrival at the News Office nearly eight years ago, Gordon has handled many sensitive and important issues, including the UCSF Stanford health care merger, environmental impact reports, the University's long range development plan and Mission Bay campus and environmental health and safety issues, as well as covering a variety of academic beats.

As assistant news director, Gordon will be responsible for managing the News Office's Mission Bay effort and will continue to handle several beats, including University Advancement and Planning/Community Affairs, the UCSF Planning Department, the UC Office of the President, Environmental Health and Safety, the Animal Care Facilities and Emergency Preparedness.

Private Support

UCSF is pleased to acknowledge the following gifts/pledges of $25,000 or more from individuals, corporations and foundations received March 15-28, 1998.

$1,000,000 or more
Estate of Wilma A. Pirag

$500,000 - $999,999
The Sandler Family Supporting Foundation

$250,000 - $499,999
Foundation for Advancement of Radiologic Sciences

$100,000 - $249,999
Until There's A Cure Foundation
Wyeth-Ayerst Laboratories
Yen Chuang Foundation
Sophia Yen, '97

$25,000 - $99,999
Archstone Foundation
Athena Neurosciences Inc.
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Merck & Company Inc.
Neurocrine Biosciences Inc.
Alfred Otjen
Ohmeda Inc.
Estate of Margaret S. Rea
The San Francisco General Hospital Foundation

League of Voters to honor Carroll Estes

Carroll Estes, the founding director of UCSF's Institute for Health & Aging and professor of sociology in the department of social and behavioral sciences, School of Nursing, is being honored by the League of Women Voters of San Francisco for her outstanding accomplishments.

Estes

The seventh annual "Women Who Could Be President" luncheon is being held on Monday, April 13 at the St. Francis Hotel. Estes, renowned for her research at UCSF on long-term health care policy, older women, fiscal crisis, health care and the devolution of the nonprofit sector, is one of four women being honored. The others are: Mimi Fariña, founder and director of Bread & Roses; Belinda Guadarrama, president and CEO, GC Micro Corporation; and Lesley Poole Bennett, service area director of school division, SF Education Services. Lowell High School senior Piaf Azul will also be honored as an outstanding young leader.

Estes has held several key health and social policy advisory positions at the local, state and federal levels. In 1997, as a research analyst for the US Social Security Administration, Estes prepared recommendations for revisions to the research and evaluation component of that organization. Her expertise in the sociology of health and aging includes duties as vice president of the Older Women's League and membership in the Institute of Medicine of the National Academy of Sciences.

Estes is the past president of the Gerontological Society of America, the American Society on Aging and was awarded the lifetime honor of Charter Fellow for the Association for Gerontology in Higher Education. She earned her PhD in Sociology from the University of California San Diego.

UCSF Newsbreak

(ISSN0891-6063) Volume 13, Number 8, April 11-24, 1998. Published by the University of California, 3333 California St., Suite 103, San Francisco, CA, 94143-0462, 24 issues per year — semimonthly January through September, November; three issues October; and monthly December. Periodical postage paid at San Francisco, CA. POSTMASTER: Send address changes to UCSF Newsbreak, Mail Services, 1855 Folsom, Suite 156, SF 94143-0888.

Deadline for the next issue, to cover April 25-May 8, 1998, will be on **Friday, April 17.** Please fax news to Newsbreak at 476-3541 or mail to Box 0462 and calendar items to Nancy Heller at 476-8810 (nheller@itsa.ucsf. edu), all at Box 0462. Fax last-minute copy to 476-3541. For address and distribution changes, call C.J. Burleson at 476-6791.

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Editor: Lisa Cisneros

Contributors: Andy Evangelista, Paula Murphy, Nancy Heller and the UCSF News Services staff

Copy Editor: Daniel Rowe

Production Assistant: Jane Bennighof

Carol Fox, assistant vice chancellor, Public Affairs

Jeff Miller, director, Public Affairs

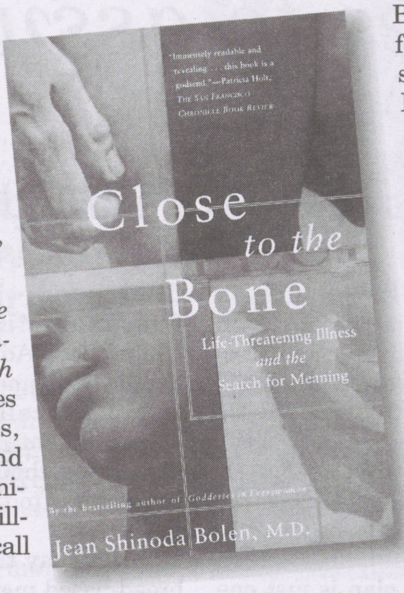
PRINTED WITH SOYBEAN INKS

This publication is printed on recycled paper using soybean-based inks.

Shinoda Bolen offers insight into life-threatening illness

While a catastrophic illness may mark the beginning of the end of life, Jean Shinoda Bolen says it's often a turning point for patients who benefit from focusing on what matters most to them.

It is a time to search the soul, rekindle relationships with family and friends and be true to themselves, says Bolen, a Jungian analyst and clinical professor of psychiatry at UCSF.


"Immensely readable and revealing . . . this book is a godsend."—Patricia Holt, The San Francisco Chronicle Book Review
Close to the Bone
Life-Threatening Illness and the Search for Meaning
By the bestselling author of Goddesses in Everywoman
Jean Shinoda Bolen, M.D.

"Healing and recovery may depend as much or more upon a deepening of relationships and connecting to one's own soul and spiritual life, as on medical or psychiatric expertise," Bolen says.

In her new book, *Close to the Bone: Life-threatening Illness and the Search for Meaning,* Bolen weaves together myths, stories, personal experiences and her knowledge as a psychiatrist to illuminate how illness can be a powerful call to consciousness.

"Whether suddenly or gradually, a life-threatening illness has the power to cut through illusions and bring us close to the bone, maybe for the first time in our lives," she writes.

Bolen will speak about the spiritual and psychological elements of therapy at the department of psychiatry grand rounds on Wednesday, April 15, from 1 to 2 p.m., in the auditorium at LPPI.

"In my realm of work as a psychologist working with people who are depressed and unhappy, I see how their psyche and spirituality affects their immune system. There's a close connection."

As in her critically acclaimed best-seller, *Goddesses in Everywoman,* Bolen's *Close to the Bone* follows patients and their loved ones on a path, beginning soon after diagnosis, into the depths of an emotional underworld. Bringing despair and fears to the surface, this state of trauma has what Bolen considers a wondrous, hidden quality: the potential to strip away superfluous concerns and focus on the truly important questions, such as "What are we here for?"

Bolen describes how prayer, meditation, visualization and rituals can be tools for patients to find peace of mind even while their body fights for survival.

"In prayer we reveal our fears and hopes and need for help, we focus on what really matters to us, we pray about matters that we otherwise keep to ourselves. Praying can heal our isolation, strengthen our ability to keep on keeping on, and nourish our spirit," she writes.

Chris T. Anderson

Jean Shinoda Bolen

While most doctors would not prescribe prayer as a form of therapy, Bolen believes that prayer can tip the scales for patients whose fate seem to teeter precariously. "Besides standard medical treatment, it cannot hurt to pray for healing, since there are no side effects. I think that a prayer can sometimes be like a feather on a delicate scale that tilts the process in the direction of health, especially if a loss of spirit is contributing to the illness."

A 1958 graduate of UC Berkeley, Bolen obtained her MD from UCSF's School of Medicine in 1962, one of 10 women in a class of 100. She joined UCSF as clinical instructor in 1967. She is a distinguished psychiatrist, a Fellow of the American Psychiatric Association and is board certified in psychiatry and neurology. She was awarded the Distinguished Psychiatrist Award by Friends of Langley Porter Psychiatric Institute in 1987.

Cokie comments on Clinton controversy

By JOE ROSATO

Political analyst and network television news commentator Cokie Roberts used her ready wit and insider knowledge of the comings and goings in the nation's capitol to entertain guests at the April 2 spring dinner of the UCSF-Fresno Foundation.

As expected, the allegations of sexual harassment against President Clinton dominated her remarks.

Dismissal of the Paula Jones lawsuit last week rid the country of "what promised to be a miserable spectacle," Roberts told her audience of more than 450. Earlier, Roberts, a veteran journalist, told reporters President Clinton still cannot relax just because that case was dismissed.

"I think that the president has dodged a significant bullet and he must be pretty happy about it," she said. "It doesn't mean he's out of the woods."

Roberts

Roberts said Clinton may be losing party support because of the allegations, and that special prosecutor Kenneth Starr is still "a big fly in the ointment." But, she said, it is the Republicans who are most worried. "Republicans definitely do not want Starr to send them anything," she said of the possibility of the filing of formal charges that could lead to impeachment proceedings.

She also touched on other subjects — "there will be a tobacco settlement" and lawmakers, enjoying a wave of popularity, are content to do little and "not do anything to shake things up."

Despite the actions that have been taken against the tobacco industry, Roberts said neither former US Surgeon General C. Everett Koop nor former Food and Drug Administration Commissioner David Kessler should be happy. Teen smoking has increased by one-third, she said, and surveys show that more than one-half of all white males continue to smoke.

According to Roberts, little legislation of any consequence can be expected on any issue at least until the next presidential election.

"Congressional approval ratings are the highest they have ever been in the history of Gallup polling," Roberts said. In addition, Roberts said approval ratings for Clinton and former Presidents Carter, Reagan and Bush are also up because the public has a "sense of well-being. That's why Washington is sitting there saying, 'let's not screw things up.'"

A portion of the funds raised at the dinner will benefit the Foundation's Summer Biomedical Internship Program for high school students.

UCSF cancels summer camp, offers options

UCSF is not offering summer camp this year because the staff responsible for planning and organizing the program all left the University simultaneously last year, said Steve Leonoudakis, director of Millberry Outdoor Programs.

"We really didn't have the capacity to replace the people in the space of time that we had," Leonoudakis said. "We had to make a really tough decision."

The programs will return in the summer of 1999.

Meanwhile, UCSF has arranged for shuttle service from the University to the Stonestown YMCA summer day camp program.

Established about six years ago, UCSF's summer camp usually served 150 children of UCSF employees and 100 kids from the general public.

Because of the demand for convenient summer programs, a shuttle will link Stonestown YMCA with the campus (in front of Millberry Union). The price of the program will remain the same as the UCSF program.

In addition to the Stonestown YMCA camp, UCSF has information on other programs. Local and Northern California camps will be coming to campus for a child summer camp fair on Tuesday, April 21, from noon to 2 p.m. in the MedSci Lobby.

Child and Elder Care Referral Service will be hosting the fair to assist parents in making plans for their children this summer. Jane Mahakian, program coordinator, said they will be handing out a resource book for parents at the fair.

To request a copy of the resource book or for child care referrals call Mahakian at 476-2692. For information on the Stonestown YMCA program call 759-9632, ext. 214.

Infertility (from page 1)

associated psychological consequences, the UCSF department of psychiatry is hosting a symposium called, "Making Reproductive Choices Before Reaching Limitations" to be held on Saturday, May 2, from 8:30 a.m. to 4:30 p.m. at the Hotel Westin St. Francis.

The symposium is designed for primary care physicians, specialists in women's health, mental health practitioners, and women and couples facing reproductive choices. Lecture topics will explore the relationship between maternal age and reproductive choices, as well as the social, biological, psychological and ethical implications associated with infertility and assisted reproductive technology (ART).

Symposium discussion groups will examine the decision-making process and reproductive alternatives such as adoption, lesbian pregnancy and parenting, childfree living, and assisted reproductive technology options.

"We've come full circle from early pregnancies to believing that women need room and time to think about careers," Kaltreider notes. "Now we are again asking the question: is there something precious that women are risking by focusing exclusively on careers and self-advancement?"

She adds that because a woman's sense of her feminine self is often intertwined with having children, pregnancy loss and infertility can damage a woman's self-esteem and her intimate relationships. Depression and infertility are closely linked, Kaltreider says, and treating depression may increase a woman's chance of getting pregnant. Mental health experts are encouraged to attend the symposium, where they can participate in an exclusive discussion group on psychotherapeutic issues in pregnancy decisions and infertility.

Biological clock keeps ticking

Numerous demographic studies suggest a consistent decline in a woman's fecundity, or ability to conceive, after the ages of 30 to 35. But it is the age of a woman's eggs, rather than her chronological age, that determines her fecundity. Because there is no way to halt or turn back a woman's "biological clock," many women resort to assisted reproductive technology to achieve pregnancy.

Thirty percent of women ages 35 to 44 have impaired fecundity, and 8 percent of women 35 years old are ART users, according to the 1995 ART Success Rate National Summary Report. The success rate of the most common ART, in vitro fertilization (IVF), in which an egg is retrieved from a woman's ovary, fertilized in the laboratory, and implanted into her uterus, depends primarily on her age. Not only is it more difficult for an older woman to conceive, but also for her to carry the pregnancy to full term, says Carolyn Givens, a physician in the UCSF Fertility Practice, who will explore the "science behind the biological clock" at the upcoming symposium.

She says that nationally, the cumulative success, meaning delivery rate, for IVF ranges from as high as 70 percent to 20 percent, depending on a patient's age. For instance, the delivery rate of a single IVF cycle for women under 35 years old who have never been pregnant before is 25 percent; women ages 35-39 have a 17 percent success rate; and women 40 years old and over have a 7.6 percent delivery rate.

Givens notes that there are other forms of ART that warrant a higher success rate. For instance, ovum or egg donation, has a 55 percent success outcome. During this procedure, a younger donor undergoes ovarian stimulation, her eggs are fertilized in vitro with the recipient partner's sperm, the eggs are retrieved and the resulting embryos are transferred back to the recipient woman's uterus.

Donors are usually anonymous volunteers and receive $1,500 to $2,500 compensation, and health insurance does not cover egg donation. Because women and couples are solely responsible for the full cost of this procedure, it has limited access, as do many other forms of ART, and not all infertile couples can afford egg donation.

Some insurance plans and HMOs in California do cover a percentage of the costs of IVF and other ART procedures. For a single cycle, IVF costs anywhere from $6,000 to $8,000, with an additional $2,000 for medication, not including possible egg or sperm donation. Typically, however, people do not go through just one cycle of IVF.

"It is very important for people to remember their ultimate goal when embarking on assisted reproductive technologies," says Patricia Katz, UCSF adjunct assistant professor of medicine and health policy. "Is it to achieve pregnancy or take home a baby? If couples were to take the $10,000 spent on IVF and pursue an adoption, the success rate, meaning take home baby rate, is 95 percent versus 8 to 25 percent."

There are many indirect costs associated with IVF pregnancies that couples must consider, says Katz, who has done research on the economics of ART. For example, IVF increases the probability of a multiple pregnancy, which is considered a high-risk pregnancy and therefore results in increased health care costs; requires many work absences for doctor visits; and accrues travel expenses if a woman does not reside near a fertility clinic.

Infertility forum

The "Making Reproductive Choices Before Reaching Limitations" symposium, on May 2, from 8:30 a.m. to 4:30 p.m., at the Hotel Westin St. Francis, costs $100 for health care professionals and the general public, and $50 for health care providers in training. For more information or to register, please call 476-5808. Registration by April 20 is strongly encouraged, as space is limited.

Women at Work

Devising strategies to assure gender e

Women faculty make progress in pursuit of leadership roles in School of Medicine

By LISA CISNEROS

Although the number of women faculty employed by the UCSF School of Medicine has more than doubled since 1985, most continue to rank low on the academic ladder, according to the latest figures available.

The number of women faculty in the School of Medicine increased from 155 in 1985 to 377 last year, but most women — 176 of them — are ranked as assistant professors. Only 83 women or 22 percent of them are full professors in the medical school.

Despite these facts, however, women faculty in the School of Medicine seem to be doing better than their peers in medical schools across the US, says Diane Wara, who as associate dean for women and minority affairs has been working on several fronts for the appointment, retention and promotion of women faculty at UCSF. The national average shows 10 percent of women are ranked as full professors, according to the American Association of Medical Colleges (AAMC).

"There has been a steady increase in the number of women associate and full professors over time, providing a larger pool from which to draw women leaders," says Wara, who credits the ongoing support of Chancellor Haile Debas, whose office as dean of the School of Medicine contributes some $48,000 a year for programs and activities for women in medicine.

Among the gains cited in a new report prepared by the UCSF School of Medicine for an AAMC benchmarking survey:

- Forty-seven women are clinical section or division chiefs;
- Three women are associate deans and above;
- Women hold positions of vice dean for administration and finance, senior assistant to the dean, and director of San Francisco General Hospital's Dean's Office;
- Women chair three important Academic Senate committees: the Committee on Academic Personnel, the Committee on Committees as well as the Committee on Equal Opportunity.

"That's real progress," says Wara. "When you look at the numbers in the AAMC benchmark survey, the School is far ahead with women as faculty members."

But, as the chart below shows, women make up 15.7 percent of the School's full professors compared to the 446 men who account for 84.3 percent.

This disparity means that most women faculty in the School of Medicine have limited opportunities to compete for positions of leadership at the University, Wara says. Only faculty appointed in the professor, professor-in-residence and professor of clinical X series are members of the Academic Senate — the faculty power base.

Indeed, the Academic Senate provides leadership both for the faculty at UCSF and systemwide throughout the UC campuses, has critical input through shared governance in decisions affecting all faculty at UCSF and historically has been the group from which both campus and School of Medicine leaders are selected.

Chris T. Anderson

Diane Wara

The obvious absence of an increase in women faculty at the executive level despite their growing presence in the nation's academic medical schools prompted the AAMC in 1995 to establish a task force to develop guidelines for promoting women. Last year, the AAMC established an implementation committee chaired by Wara, professor of pediatrics and director of the Pediatric Clinical Research Center. This year, the implementation committee is obtaining benchmark data from all medical schools in the US and is interviewing chairs and deans to define the qualities and opportunities they have in common. The committee then will recommend to medical schools on strategies to help more women qualify for positions of leadership.

As a co-investigator for the UCSF National Center of Excellence in Women's Health, Wara is working with Nancy Milliken, center director and associate chair for clinical programs, to help prepare women faculty to move up the academic hierarchy.

As one of 12 centers for excellence for women's health in the US, UCSF must be committed to this effort, since continued federal funding depends on it. Developing a leadership plan is just one aspect of the ongoing activities of the center, which focus on improving the overall health care of women, in part by recruiting more women for clinical trials and integrating women's health into medical education curricula.

In a recent application that renewed federal funding for the center, Wara reported that women are more frequently climbing the academic hierarchy in basic science departments (even though Elizabeth Blackburn, chair of the department of microbiology and immunology, remains the sole woman chair in the School) than they are in clinical departments.

Some 57 percent of all women faculty in basic science departments are full professors, while 21 percent of all women faculty in clinical departments are full professors at UCSF.

Because only a limited number of women who are MDs have emerged as leaders from the clinical departments, Wara, Milliken and others are pushing for a change in the definition of leadership to include those faculty who have demonstrated leadership in the clinical arena. This effort is timely, given the importance of the future success of the merged clinical enterprise known as UCSF Stanford Health Care on the academic mission.

"One of the things we identified is that women by and large are grouped at the entry level and the series without Academic Senate membership," says Milliken. "We are working both within UCSF as well as with other national centers to look at various strategies to move women into positions of leadership.

"In some ways UCSF is ahead of the game knowing where we are by collecting the data," Milliken adds. "That's the first step. We need to have the data available in order to identify where the strengths and weaknesses are."

One of the remaining weaknesses is the absence of a monitoring system to assure equity in salaries earned by women and men factulty in the School of Medicine. Center of Excellence leaders have set a goal to see that women faculty are paid and promoted equitably at UCSF.

Wara, who conducted a matched pair salary equity study as of 1995, concluded that women earned on average 3.4 percent less than men. The department chairs in the School reviewed salary discrepancies of greater than 5 percent and established equity a few years ago; but an ongoing monitoring system is not in place, Wara says.

That men and women are compensated differently for similar work at UCSF is nothing new. A study done in the early 1990s by Mary Croughan-Minihane, now an associate professor in residence in the departments of family and community medicine and epidemiology and biostatistics, showed gender salary inequities campuswide.

"It's disconcerting to see that the pay discrepancy is still there," says Croughan-Minihane, chair of the Chancellor's Advisory Committee on the Status of Women and a 1998 winner of the Chancellor's Award for the Advancement of Women. "What's more disturbing though is that women don't have access to the information they need to succeed."

Faculty say there is a need to develop broad-based mentoring programs to support women's career growth. Ideas for developing such a program may come from a national workshop on mentoring in May.

Meanwhile, Wara has shifted her sights to working directly with department chairs, who control the composition of the faculty. "I tell them it's in their best interest not to squander this rich leadership resource," she says. "Most department chairs are receptive and positive."

Goals for the School of Medicine

- Continue to recruit women to appropriate academic tracks, especially those that may lead to leadership positions;
- assure that women are paid and promoted equitably;
- assure that women are mentored for, considered for and achieve positions of leadership both within the UCSF School of Medicine and UCSF Stanford Health Care; and
- continue to monitor the "climate" at UCSF to increase the assurance that women (and men) have productive careers.

Source: UCSF Center for Excellence in Women's Health

Distribution of full-time School of Medicine faculty by gender and rank—1997

	FEMALE		MALE	
	NUMBER	PERCENT	NUMBER	PERCENT
PROFESSOR	83	15.69	446	84.31
ASSOCIATE PROFESSOR	90	32.85	184	67.15
ASSISTANT PROFESSOR	176	37.53	293	62.47
INSTRUCTOR	28	46.67	32	53.33
TOTAL/AVG PERCENTAGE	377	28.4	955	71.6

Source: UCSF School of Medicine

US Office on Women's Health to host mentoring workshop

"It's still pretty grim," reports Saralyn Mark, medical advisor in the Office on Women's Health at the Department of Health and Human Services, of the progress women are making in gaining access to positions of leadership at America's academic medical centers. "We're still trying to make a dent in the Plexiglas ceiling."

Mark is helping to raise the roof (so to speak) by organizing a national workshop in May to help educators acquire the skills necessary to launch mentoring programs at universities across the US and Canada.

"We've had a phenomenal response," notes Mark, an assistant clinical professor of medicine at UCSF.

Mark met this month in Washington, DC with leaders of the UCSF Center for Excellence in Women's Health and other center leaders to discuss myriad efforts to improve women's health.

Mark says she's encouraged that UCSF has achieved better representation of women on key faculty committees, but admits that there's not been to date a comprehensive mentoring program to encourage junior faculty members to pursue higher levels of management.

"We realize that change has to start from the top down," says Mark, who acknowledged the support of Chancellor Haile Debas on behalf of women and minorities. "I hope that level of commitment will continue with the new chancellor."

der equity

Women faculty offer advice on how to follow their lead

By LISA CISNEROS

Chris T. Anderson

An emerging leader, Mary Croughan-Minihane, associate professor in residence in the departments of family and community medicine and epidemiology and biostatistics, makes a point at a recent forum sponsored by the Faculty Women's Leadership Subcommittee.

Five women who took different paths to gain power and influence at UCSF advised their colleagues how to manage their careers in the male-dominated academic health science campus.

A central theme to emerge at the three-hour forum hosted by the Faculty Women's Leadership Subcommittee of the Chancellor's Advisory Committee on the Status of Women (CACSW) is that women don't necessarily need fancy titles to make a difference at UCSF.

"There are many ways to become leaders and not all of them carry titles," Virginia Ernster, professor of epidemiology, told an audience of about 50 women. "You don't have to move up the administration hierarchy to feel like you're contributing."

Interestingly, several panelists acknowledged that they didn't seek their positions of leadership, but were asked to take them based on their hard work, perserverance and strength to stand up for their convictions.

Before being tapped to chair of the department of clinical pharmacy, Mary Ann Koda-Kimble said she took on tasks to develop a textbook and revamp coursework. "When you have ideas and you know how to implement them, then go for it," she said.

Molly Cooke, who started as a resident at UCSF, agreed that some of her leadership roles stem from her work outside her job description. Now a professor of medicine, Cooke, past president of CACSW, has been a strong advocate for women, tackling issues such as salary equity and sexual harassment at UCSF.

Dean of Nursing Jane Norbeck said being at the table is not necessarily the only way to make things happen. "In the UCSF-Stanford merger, many people felt that they were not at the table," said Norbeck, noting that the schools of nursing, dentistry and pharmacy were not part of the formal negotiations to establish the merged medical center. Yet Norbeck says she was able to negotiate effectively with the burgeoning organization.

"I personally feel that not being at the table gives you a license to go to the front door and talk to the people who you need to talk to," Norbeck said.

The April 1 forum is one of a series of workshops designed to bring senior and junior faculty women together to discuss their career opportunities and challenges at UCSF.

"My path to leadership at UCSF has been a wonderful journey," said Barbara Gerbert, chair of behavioral sciences, School of Dentistry. She acknowledged, however, that she has faced problems, including a threat to her academic freedom and issues over salary inequity with male colleagues.

Gerbert, who also chaired the UC committee on academic freedom and now chairs the Faculty Women's Subcommittee on Leadership, says, "I believe only by sharing these stories can we effect change."

Another panelist recounted stories of being passed over for promotions, but denied that the lost opportunities were related to her gender. What her story and the stories of a few other women at the forum did reveal,however, was a lack of professional courtesy in being notified that they no longer were candidates for jobs they applied for. That problem seems to be pervasive at all levels throughout the University, according to a few women at the forum.

Some women faculty, including those in the audience, cited feeling like a token, either by virtue of their gender or ethnicity, when invited to serve on a committee. "If the alternative is that there won't be a woman at all, I say go as a token and go for it," Cooke said.

Several panelists discussed the difficulty of finding a balance between career and family commitments. Saying she wanted time "to smell the roses," Ernster said she stepped down as chair of epidemiology in 1994 after realizing she wanted to spend more time doing research, teaching and being with her family.

"I came to recognize that some aspects of administration are not appealing to me," said Ernster, who cautioned colleagues to "consider positions judiciously."

Ernster, only the second woman to chair a department in the School of Medicine after Dorothy Bainton, said that some of her opportunities to serve on prestigious national boards are due in part to her advancement at UCSF.

Beginning her tenth year as Dean, Norbeck, who came to UCSF as a graduate student, credited her climb up the academic hierarchy to her volunteer work as a junior faculty member, which led to chairing important committees and her five-year stint as a department chair. Norbeck, who conceded she tends to have a "blind spot to politics," offered her tips for professional conduct.

"It's important to have the needs of the institution clearly in focus," said Norbeck. "It's also important to be responsive to the needs of others."

For Norbeck, this means avoiding gossip, keeping confidences and being viewed as consistent, competent, trustworthy and considerate.

Norbeck noted that one of the most troubling times for her as dean was during the "space wars" on the Parnassus campus. Norbeck, the lone woman of the senior officers at that time, remembers seeking the advice of others, including Shirley Chater.

"During that crisis, I was always prepared for the meetings," says Norbeck, who advised her colleagues to take the time to find out the background on issues and to lobby for common interests before coming to the table to avoid taking colleagues by surprise.

Advises Koda-Kimble, "Don't suppress dissent. People need to be free to say, 'I disagree.' Try to create leaders throughout the department. It's a matter of creating an environment where each person can acheive their full potential."

Koda-Kimble also advised her colleagues to push their limits. "If you're feeling bored, go on to the next challenge. Always keep yourself in a position where you're slightly uncomfortable because you can always rise to the challenge."

Bonding in Berkeley: Symposium empowers faculty and staff

By ABBY SINNOTT

With her booming voice and inside knowledge of what it takes for a woman to succeed, Joycelyn Elders, former US Surgeon General, acknowledged that gaining and maintaining leadership in a male dominated society is an immense challenge.

"Women must be the trailblazers of the twenty-first century. We must learn how to be the headlights because we've been the taillights for far too long," said Elders at a March 12 symposium presented by UCSF and UC Berkeley campuses.

Elders, who served as the nation's top doctor in the Clinton administration, was the first African-American woman to hold that post. She was forced to resign in 1994 because of her controversial views on sex education that called for distributing condoms in schools as a way to stifle sexually transmitted diseases.

Eight years later, Elders, 65, continues to be an outspoken advocate for women and children as well as education and health care. If women want to achieve equity and leadership roles, they must work together and help reform the status quo once they are in positions of power.

"Power is never given, it must be taken away," said Elders. "Set your own agenda; decide what you are about and stick to it; have gumption and don't be afraid to ask for what you want; put ego aside; and keep your eye on the prize."

Attracting 375 attendees, most of whom were women, the conference was developed to give women an opportunity to discuss their careers in the University. Issues such as negotiating, networking and dealing with racial, cultural and gender differences were presented by experts from the University and business sector. UCSF School of Nursing Dean Jane Norbeck, one of the few women on the Chancellor's Cabinet, presented a workshop on building credibility at the University.

Feedback from the conference has been mostly positive as many faculty and staff appreciated the chance to bond. Some requested that the symposium be an annual event, said conference organizer Amy Levine, director of the UCSF Women's Resource Center.

"I thought it was an outstanding program," said Diane Wara, UCSF professor of pediatrics. "In my time at UCSF this brought the most diverse group of women I've ever seen in the same room. Not only were they present , but the participation was really impressive."

Why meet?

Huge pay and opportunity gaps exist between working men and women throughout the US. According to the US Bureau of Labor Statistics, women earned 73.8 percent of men's earnings last year.

At UCSF, women make up 68.3 percent of the staff; however, they are clustered in the lower echelons of the UC classification series. Some 78 percent hold clerical positions, while only 31 percent hold executive positions, according to the UC Office of the President and Affirmative Action/Equal Opportunity/Diversity Department.

Only 22 percent of women faculty are ranked as full professors in the School of Medicine, where they earn 3.4 percent less than their male colleagues, according to a recently released salary study.

Judy B. Rosener, professor at UC Irvine's School of Business and Management and researcher on gender in the workplace, said that pay inequity is an accurate measure of the unfair treatment of women in the workplace as women receive less pay for the same jobs performed by men.

Linda C.Y. Pei, president of the Pro-Conscience Funds Inc., and Adviser to the Women's Equity Fund, led a workshop on women and investing. Since women hold over half of the total investment dollars, Pei said they can effect change in corporations and national policy by supporting firms that have a "clean record" toward women, including offering adequate health and child care benefits and practicing anti-discrimination policies.

Pei said that this strategy, practiced by Women's Equity Fund, has actually proven successful because a few companies they offered to invest in have improved their policies for women in response to their requests.

Shirley Chater, former US Commissioner of the Social Security Administration and visiting professor at UCSF, predicted that women will have an advantage over the long run because of their strength as communicators and characteristics for nurturing and building strong relationships. Women should use their natural abilities if they want to become the leaders of the next millennium, she said.

Researchers find connection between stress and MS

By DALE MARTIN

People living with multiple sclerosis have long maintained there is a correlation between stress they experience and the progression of their disease.

Now a study by researchers at UCSF/Mount Zion Medical Center, part of UCSF Stanford Health Care, appears to confirm that stress is related to disease activity.

Preliminary results of the study were presented recently by David Mohr, assistant clinical professor of neurology, during the 1998 annual meeting of the Society of Behavioral Medicine at the Hyatt Regency in New Orleans.

Previous studies have suggested there is a relationship between stress levels and disease activity for multiple sclerosis patients, but the measures used were often unreliable.

The UCSF study is the first both to follow patients and use clear indicators of disease activity. In the study, 48 patients were followed for between 12 and 68 weeks. The patients rated the amount of psychological stress and stressful events that occurred during the month. In addition, the patients received gadolinium-enhanced Magnetic Resonance Imaging (MRI) scans, which show MS disease activity in the brain once a month. The group of men and women included patients ranging in age from 23 to 69 years old.

Stressful life events were assessed using the Social Readjustment Rating Scale (SRRS) and the Hassles Scale (HS), while depression and anxiety were measured using the Profile of Mood States (POMS).

"What we found was that major stressful events as well as small daily hassles were related to the development of new brain lesions in the brain two months later," Mohr said.

While brain lesions are not necessarily a sign of increased impairment, they do point to an increase in disease activity.

"This is the clearest demonstration yet that what patients are experiencing is, in fact, occurring," Mohr said.

Mohr is a psychologist with the MS Center at UCSF/Mount Zion. Co-investigators in the study include Peter Marietta, Arne Boudewyn and Donald Goodkin, medical director of the MS Center.

The Society of Behavioral Medicine is a multidisciplinary, nonprofit organization founded in November 1978 to promote interdisciplinary communication and the integration of behavioral and biomedical approaches to health and illness.

Chris T. Anderson

Shop 'til you drop?

Nancy Houghton takes time out from her excursion at the San Francisco Shopping Center on April 4 to get tips for a better night's sleep from David Claman, center, director of the UCSF/Mount Zion Sleep Disorders Center. Claman, assistant clinical professor of medicine, volunteer Lee Perry Robbins and lab technician Eileen Leary were part of the effort to educate the public on the benefits of adequate sleep during National Sleep Awareness Week.

RESEARCH ROUNDUP

News for the heart

Angina treatment works

A new non-surgical treatment for heart patients who experience the crushing chest pain of angina appears to bring lasting pain relief for a year or longer for many who undergo one-hour treatment sessions for several weeks.

Angina, which afflicts an estimated seven million patients in the US with coronary-artery-disease, is a chest pain that strikes when the heart muscle has trouble obtaining sufficient oxygen to fulfill its pumping duties adequately. The pain may recur continually, even in patients who take medications or who have had major bypass surgery or angioplasty to clear arteries that supply the blood-pumping organ with oxygenated blood.

Blood pressure in the arteries and veins normally causes blood to flow toward the heart during its pumping phase, called systole, and also between heartbeats, when the heart is in its filling phase, called diastole. The heart muscle, unlike other organs and tissues, gets most of the oxygen it needs during diastole.

The treatment, called Enhanced External Counterpulsation (EECP), is suitable for many heart patients, and may be used in conjunction with coronary bypass surgery or balloon angioplasty or as a follow-up when angina persists after these procedures, according to Tony Chou, UCSF assistant professor of medicine and acting director of the adult cardiac catheterization laboratories. UCSF Stanford Health Care is the first Bay Area medical center to offer EECP.

"Among patients who complete EECP therapy, episodes of angina were halved, and patients in the study also tended to use less of their nitroglycerin to treat their chest pains," Chou says.

Treatment requires 35 one-hour visits to UCSF over four to seven weeks. With EECP, pressure cuffs wrapped around the patient's legs and buttocks are used to pump extra blood to the ailing heart muscle while the patient reclines. Inflation of the EECP pressure cuffs, an event timed with the aid of an electrocardiogram, is used to increase diastolic blood pressure, thereby supplying more oxygen to the coronary arteries that feed the heart. Conversely, when the heart pumps, the cuffs deflate instantaneously, momentarily reducing blood pressure and lessening the heart's workload as it delivers oxygenated blood throughout the body.

A year after treatment, patients who received EECP exhibited better endurance in exercise tests and their hearts took longer to become oxygen-deprived during these tests. In diaries kept for the study, EECP patients reported less chest pain. Hospitalization rates were not significantly different for the two groups, nor did angiographic studies to evaluate blood flow in blood vessels supplying the heart reveal significant differences between the two groups.

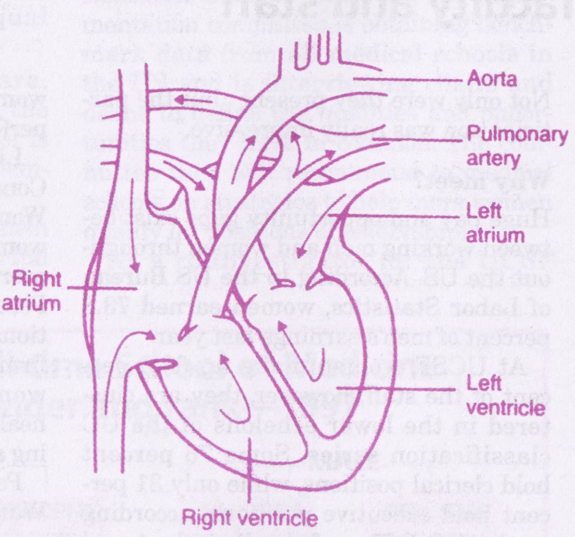
Vasomedical Inc. of Westbury, N.Y., the manufacturer of the EECPequipment, sponsored the study.

— Jeff Norris

Pump treatment saves lives

Heart attack survival in patients given thrombolytic therapy — clot-busting drugs — is boosted dramatically when doctors also use a pump device that is already commonly available in hospital emergency rooms and cardiac intensive care wards to aid in the pumping of blood.

To obtain the findings, Hal Barron, assistant professor of medicine with the division of cardiology at UCSF and associate director of cardiovascular research at Genentech Inc. of South San Francisco, evaluated survival of heart attack patients.



Sixty-nine percent of patients who received thrombolytic therapy without the pump died in the hospital, whereas only 49 percent who were treated with the pump in addition to clot-busting drugs died, Barron found.

In contrast, death rates in patients given emergency angioplasties to clear coronary arteries were 44 percent with the pump and 47 percent without, not a significant difference according to Barron.

The senior scientist on the study, Tony Chou, assistant professor of medicine and acting director of the cardiac catheterization lab at UCSF, suggests that angioplasty is emerging as a treatment of choice for most emergency heart attack patients.

However, Chou notes, "Many hospitals in the United States, especially in rural areas, do not offer angioplasty as an option. On a nationwide basis, the use of the intra-aortic balloon pump in combination with clot-busting drugs at these hospitals has the potential to save thousands of lives each year."

The pump treatment, called intra-aortic balloon counterpulsation, requires that an emergency room physician or intensive-care cardiologist place the balloon into the aorta by pushing it through a thin flexible tube that is inserted through an artery in the groin and threaded upward into the aorta. Once the balloon is in place, a pump is used to expand and contract it. When the balloon expands, it helps improve delivery of oxygenated blood to all the body's tissues and to the heart muscle itself.

Barron says use of a pump may improve delivery of a thrombolytic drug to the site of heart-attack causing clot, thereby boosting prospects for breaking up the clot and restoring blood flow to the oxygen-starved heart.

— Jeff Norris

Prenatal diagnosis improves newborn's survival rate

A newborn's odds of surviving a relatively common and lethal heart disorder called hypoplastic left heart syndrome improve significantly if a prenatal diagnosis has been made via ultrasonography and is followed by immediate post-birth treatment at a tertiary care center.

Generally, hypoplastic left heart syndrome is not detected in the routine ultrasound of a fetus because such an exam usually focuses on evaluating the growth of the baby and ascertaining that the heart has four chambers.

In hypoplastic left heart syndrome, all four chambers of the heart are present, but the left ventricle — the most important chamber for pumping blood into the arteries — is underdeveloped. As a result, there is insufficient blood flow to the organs of the body.

Fetal diagnosis of the defect is not difficult if the ultrasonographer knows what to detect, says Wayne Tworetzky, a UCSF fellow in pediatric cardiology and co-author of the study.

Most infants with hypoplastic left heart syndrome are diagnosed soon after birth when they may become gravely ill. They then require immediate resuscitation and transport to a tertiary care center such as UCSF Stanford Health Care, where pediatric cardiologists and heart surgeons are on hand to perform the necessary treatment. Studies indicate that in these cases there is a survival rate of 70 percent after the first stage of surgery, and 90 percent after the second. A third surgery is conducted at age three to correct the defect fully.

All newborns who do not receive surgery immediately following diagnosis die in the first month of life, the researchers said.

The UCSF study examined whether the opportunities afforded by a prenatal diagnosis — including the ability to decide to give birth at a tertiary care center — would improve the odds of survival of infants born with hypoplastic left heart syndrome.

The researchers reviewed the records of all newborns with the condition treated at UCSF between 1992 and 1997, almost all of whom were referred by community physicians after abnormalities were noticed on prenatal ultrasound or the babies became sick after birth. In total, 46 infants underwent palliative surgery.

Of the 13 prenatally diagnosed infants who underwent the first stage of surgery, all 13 survived to be discharged from the hospital. In contrast, 22, or 66 percent, of the 33 postnatally diagnosed infants who underwent the first-stage of surgery survived.

These results, say Tworetzky and Norman Silverman, a UCSF professor of pediatric cardiology and co-author of the study, may be due to good perinatal planning made possible by prenatal diagnosis.

This proactive approach avoids the complications associated with delayed diagnosis, and includes planning for the birth to take place at a tertiary care center, treating the baby with medicines immediately from birth to keep him or her in stable condition, and conducting surgery soon after birth.

The palliative surgery used to treat infants with hypoplastic left heart syndrome improves their condition, but they remain much weaker than unaffected healthy children their own age. As the procedure was only first performed in the 1980s, with the oldest survivors now just 13 years old, the long-term prognosis of the palliative surgery is unclear.

— Jennifer O'Brien

CAMPUS BRIEFS

Document addresses workplace violence

To increase awareness of UCSF's long-standing commitment to maintain a safe workplace that is free from threats and acts of intimidation and violence, a document on the subject is now available on the Web.

The document, "Zero Tolerance Standard for Workplace Violence," is available on the UCSF Human Resources web page at www.ucsfhr.ucsf.edu.

This standard will help support the work that has been done at UCSF on reducing situations that may lead to threats or acts of violence and intimidation. When faced with these situations, UCSF has taken swift and remedial action to protect the rights of staff, faculty and students.

Comments on the standard should be directed to Linda Glasscock, manager, Labor and Employee Relations at 476-3905 or email Crystal@itsa.ucsf.edu.

UCSF is expected to host a briefing on workplace violence within the next two months.

UCSF Magazine to go to all employees in April

For only the second time in its 20-year history, UCSF Magazine will be distributed to all UCSF employees later this month. The publication, which has won nearly 40 national awards for its writing, photography and design, was last distributed to employees in 1989, during the University's 125th anniversary. The change, which magazine editor Jeff Miller hopes will become permanent, reflects the growing awareness that UCSF employees should share equally in the wealth of information about the campus. The April issue, which features articles on addiction, the Center for Social, Behavioral and Policy Sciences, and the AIDS Research Institute, should begin arriving in campus mail boxes by mid-month. For further information, call the department of public affairs at 476-2557.

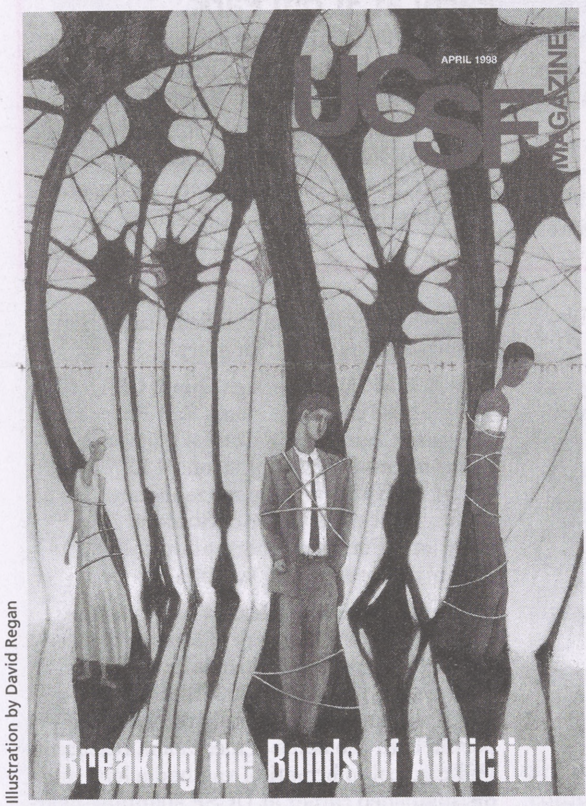


Illustration by David Regan

The April issue of the UCSF Magazine will be mailed to employees this month.

Call for nominations from Academic Senate

The San Francisco division of the Academic Senate is requesting nominations to recognize and honor faculty who have made outstanding contributions to the University through service on faculty and administrative committees at the University, campus, school and department levels. Candidates will have demonstrated leadership, made important innovations, and/or shown unusual dedication and effectiveness in their committee roles.

The deadline to apply is Friday, April 17. A letter of nomination should summarize the nominee's history of service to the University. An original and nine copies of a curriculum vitae for the nominee must accompany the letter of nomination.

Submit materials to Donna Ferriero, chair, Committee on Committees, Academic Senate Office, MUE 230, Box 0764. Additional information is available on line at itsa.ucsf.edu/~ senate/service. html.

Summer Youth Program starts June 15

The 30th Annual Summer Youth Program will run from June 15 to August 7 at UCSF.

The program gives youth ages 16 to 21 a chance to experience work while they are enrolled in the SF Unified School District. The rate of pay will be $5.75/hour and funding will be provided by the Job Training Partnership Act of 1983 and administered by the Private Industry Council of San Francisco Inc. and SFUSD. Campus departments that want to participate in the program or need more information should call Linda Hall of Human Resources at 476-4100.

Electric car to RAV up Earth Fair 1998

By CLAIRE M. ANSELMO

This year's Earth Fair promises to deliver an electrifying show — or at least an exciting display presented by Pacific Gas & Electric that features an electric car and the chance to ride in it.

A repeat participant in UCSF's Earth Fair, PG&E will bring a 1998 Toyota RAV4-EV production electric vehicle to the event on Friday, April 24 in Millberry Gymnasium. The Earth Fair is sponsored by the UCSF Water and Energy Awareness Program.

SAVE
WATER
ENERGY
IT'S THE RIGHT THING TO DO!

"It will be exciting to have the electric car on display at the Earth Fair," said Dave Bohler, manager of the Utilities Division, Technical Engineering Support for Facilities Management. "We're anticipating that the vehicle will be a major attraction."

In addition to being an attention grabber, the RAV4-EV will give about eight 10- to 15-minute rides to the first people to sign up for a ride.

Bill Zeller, Cleaner Transportation Program manager for PG&E, will drive along an undetermined route around Parnassus, fitting in as many rides as possible within the allotted two-hour time period of the Earth Fair. Zeller notes that the two straight hours of driving the hilly neighborhood will not put a dent in the vehicle's power.

"It has a lot of low-end torque, so it will scoot up a hill easily," he said. "It drives like a regular car." However, Zeller said, the RAV4-EV is fundamentally completely different than its standard, gas-consuming counterpart.

"The RAV4-EV is totally electric," Zeller said. "To recharge, it plugs into a box [that can be installed] on a wall in any home. It would need 220 volt power, which is just like a clothes dryer."

Because of recent developments made to improve electric vehicles, Bohler, whose group leads the UCSF Water and Energy Awareness Program, is in favor of possibly bringing the vehicles onto campus in some capacity as a means of further conserving energy.

"Electric cars have now been developed to be reliable and efficient enough that UCSF should investigate the potential use of these vehicles for campus transportation needs," Bohler said. "PG&E and UCSF campus transportation have been put in touch with each other, and we are hopeful their discussions will result in UCSF moving toward the use of electric and other alternative fuel vehicles for campus transportation."

The RAV4-EV is powered by advanced nickel-metal hydride (NiMH) batteries and runs on a 67 horsepower electric motor. It can travel up to 120 miles on a single charge at speeds of up to 78 mph. Brochures on the RAV4-EV will be available at PG&E's display table inside the gym.

Designed by Toyota with some input by PG&E, the RAV4-EV is being leased by Toyota to various commercial utilities, like PG&E, this year. The vehicle at the Earth Fair is one of four delivered to PG&E in January and the first of 10 the utility will lease in 1998. The first four vehicles were to be put in PG&E's fleet for everyday use in Fresno, Bakersfield, Salinas and San Francisco.

The RAV4-EV is available to fleet buyers nationwide for a purchase price of $42,000. The standard gas-powered RAV4 is available for public purchase at a base price of about $20,000.

For more information about the Earth Fair or the Water and Energy Awareness Program, call 502-8350, visit the website at http://www.fm.ucsf.edu/energy.htm, or mail hydrowatt@fm.ucsf.edu.

Dentistry (from page 1)

to be biologically important in medicine also combines with salivary glycoproteins," says Fisher, "it would be interesting to explore uses of saliva to modulate some of these medically important problems as well."

The rest of the day was dedicated to 13 smaller sessions, ranging from techniques for analyzing structure and property relationships in calcified tissues to animal models for oral cancer.

"Discoveries constantly are being made, and the translation of basic research into practical application can be both rapid and unexpected," says Bertolami. "The Millberry Seminars program is based on the premise that working together, when appropriate, will increase efficiency and effectiveness for all concerned."

A success story

The UCSF School of Dentistry is ranked first among US dental schools in research funding from the National Institutes of Health (NIH), for the sixth year in a row.

In addition to the faculty's success in receiving individual funding awards, collaborating researchers and clinicians have been successful in obtaining NIH funding for several Program Projects, a Research Center in Oral Biology and multiple training grants for dentist-scientist PhD students.

The School has five NIH-funded "centers without walls," including the Research Center in Oral Biology, the Dental Materials Research Center, the Oral Cancer Research Center, the Oral AIDS center (the first in the world to consider the oral implications of AIDS) and the pain-control research center. The directors of each of these centers gave talks or led workshops at the Millberry Seminars.

The School of Dentistry has four major training grants, each aimed at educating the next generation of dentists, scientists and oral biologists, whether dentists or not. They include a grant for the study of the cellular and molecular basis of oral biology; a grant for the study of craniofacial anomalies; an institutional dentists-scientist award for specialty training in oral surgery and a PhD in oral biology; and the recently established Dental Scientist Training Program, for people completing a DDS and PhD.

Tobacco (from page 1)

aromatic hydrocarbons (PAHs) physically bind to the p53 gene in so-called "hot spots," forming physical complexes, or chemical modifications, called DNA adducts. Adducts are one of the first steps in the carcinogenic pathway that ultimately leads to tumor formation.

Given these findings, scientists have suspected that DNA adducts were the actual cause of the p53 mutations. However, because they could not literally peer into the human lung and document cigarette carcinogens creating mutations in the p53 gene, they could not prove it.

In the current study, the researchers have worked around this roadblock — and have done so in humans.

In a study of 137 currently smoking, non-small cell lung cancer patients at Massachusetts General Hospital, the scientists examined whether increased levels of PAH DNA adducts were associated with the occurrence of p53 mutations.

They did so by assessing the DNA adduct levels in each patient's non-cancerous lung tissue, and scrutinizing the same patient's tumors for evidence of p53 mutations. They found that people with increased adduct levels in their lungs were three times more likely to have p53 mutations in their lung cancer cells. This group accounted for 38 of the patients.

While the researchers still have to demonstrate that the p53 mutations identified in the patients have the specific pattern, or "fingerprint," associated with the PAH tobacco carcinogen, the immediate finding is itself compelling, says Wiencke.

"Until now, the only association between PAH DNA adducts and p53 mutations had been demonstrated in cultured cells in the laboratory," says Wiencke. "This is the first strong evidence that DNA adducts are the causal link between the tobacco smoke and the mutation. Our study supports the proposal that p53 fingerprinting may be useful for identifying specific causes of cancer."

The researchers also observed that DNA adduct levels varied in the 137 patients by as much as 30-fold, and the disparity could not be explained by levels of exposure to cigarette smoke (e.g., number of cigarettes smoked per day or number of years smoked).

"This enormous variation in DNA adduct levels observed between patients suggests that people respond very differently to the different carcinogens in tobacco," says Wiencke.

"There are likely to be several distinct mechanisms, or pathways, by which smoking causes lung cancer," he explains, "one involving PAHs and the p53 gene, and others involving different classes of carcinogens (e.g., nitrosamines), which may target genes other than p53. Different parts of the smoking carcinogens affect different people."

"Our findings," says Wiencke, "suggest that measuring the adduct levels in lung cancer patients is superior to taking a smoking exposure history in predicting which patients will develop p53 abnormalities."

The researchers have subsequently found a close correlation between DNA adduct levels in the lung and white blood cell levels. Eventually, says Wiencke, it may be possible to predict DNA adduct levels in the lung — and thus the likelihood of a person developing p53 mutations — by assessing the blood.

"Such a test may allow us to predict which smokers are at greatest risk for developing lung cancer," he says.

"We only expect this research on DNA adducts to get stronger and better," says Wiencke. "We already have an association that is very significant, so it will be hard for this to go away."

April 11–24, 1998

11 Saturday

EGG HUNT & MORE: All children are invited to attend this free egg hunt and activity day organized by UC Berkeley and UCSF students, 10 a.m.-2 p.m., UC Berkeley campus, lawn by Valley Life Sciences Bldg. Day incudes health and dental screening/education. Call 510-643-2033.

12 Sunday

HAPPY EASTER

13 Monday

NURSING SEMINAR: Rebecca Carabez, AHCPR predoctoral fellow, department of social & behavioral sciences, School of Nursing, presents *Medical Case Management, Health Care Access and the Role of Public Health Nursing in Foster Care,* noon-1:30 p.m., 1388 Sutter St., 11th Floor. Sponsored by the Institute for Health Policy Studies and the Institute for Health & Aging. Call 476-4921.

OUTCOMES RESEARCH SEMINAR: Patricia Katz, Institute of Health Policy Studies, presents *Health Care Quality and Outcomes: Research and Application*, 1:45-3:30 p.m., 1388 Sutter St., 11th Floor. Speaker Arnold Millstein will discuss consumers/purchasers. To RSVP, call 476-4924.

UC REGENTS LECTURE: UC Regent Peter Preuss presents a discussion, 3-4 p.m., Toland Hall. Topic is *Political and Economic Obstructions to the Implementation of the UC Vision.* Regent Preuss is currently president of The Preuss Foundation, a foundation involved in brain tumor research. Previously, Preuss was the founder, president, and later chairman of the board of Integrated Software Systems Corp., a San Diego-based company that was the first software company to specialize in computer graphics. He was appointed to the Board of Regents in 1996 and has served on committees for investments and health services. Sponsored by the Academic Business Officers Group. Call 476-1101.

DEAN'S RESEARCH SEMINAR: Thea D. Tlsty and Debu Tripathy present *Loss of Genomic Instability in Preneoplastic Cells,* 3:30-5 p.m., N 225. The seminar will be simulcast to the VAMC Building 203, Room 1A87, SFGH Medical Library and the Mount Zion Executive Board Room.

14 Tuesday

NEW EMPLOYEE ORIENTATION: 8:30-10:30 a.m., U 70. Call Leonard Florendo in Human Resources at 476-1073 to schedule.

FINANCE DAY: The UCSF Benefits Office sponsors finance day, 10 a.m.-3 p.m., MU Conference Room. This is an opportunity to learn more about the University-sponsored benefits plans that can help provide for future economic security. Representatives will be available to talk with employees on a one-to-one basis to answer individual questions. Group presentations are:

10:15-11 a.m.: *Basics of Retirement Planning*

11:15-12 p.m.: *UC's Investing Strategies for Retirement Assets*

1-1:45 p.m.: *Basics of Investing*

2-2:45 p.m.: *Evaluating Long Term Care Policies*

Please direct any questions or comments about finance day to mkahn@itsa.ucsf.edu.

15 Wednesday

BROWN BAG LECTURE: Ernest H. Rosenbaum, clinical professor, medicine, UCSF/Mount Zion Medical Center, presents *Preventing Colon Cancer,* 12:10-1 p.m., HSW 300. Rosenbaum will discuss the risk factors and present signs of colon cancer, available screening tests and treatment options. Sponsored by Public Service Programs. Call 476-4394.

PSYCHIATRY LECTURE: Jean Shinoda Bolen, clinical professor, psychiatry, presents *A Life-Threatening Illness at the Search for Meaning—Archetypal, Spiritual and Psychological Elements in Therapy,* 1-2 p.m., LPPI Auditorium, Room 190. Sponsored by the department of psychiatry grand rounds. (See page 3 for story.)

PSYCHIATRY LECTURE: Bill F. Lee presents *Mental Health, Blacks and Substance Abuse,* 1:30-2:30 p.m., SFGH, Unit 6 Sponsored by the SFGH Black Focus Program.

16 Thursday

CATASTROPHIC LEAVE SHARING: Randy L. Lopez, assistant vice chancellor and Elizabeth T. Baker, labor and employee relations analyst, explain *UCSF's Voluntary Catastrophic Leave Sharing Program,* 8:30-11 a.m., Toland Hall. The briefing will cover the components of the program, which gives eligible staff and non-faculty academic personnel the opportunity to voluntarily donate accrued vacation in support of colleagues who have exhausted their leave due to their own serious illness or in caring for a seriously ill family member. Call 476-4905.

BROWN BAG LECTURE: Jnani Chapman, stress management specialist, Heart Disease Reversal Program, UCSF/CPMC, presents *Tools to Lessen Your Stress,* noon-12:30 p.m., MCB, 6th Floor Board Room. Learn some quick stress management techniques you can do in the course of your day. Sponsored by Public Service Programs. Call 476-4394.

TIME MANAGEMENT: Rod Kempton, manager, development and training, presents *Time Management: Is Time on Your Side?,* noon, N 217. The focus of this program will help participants plan a schedule that will work for them. Call 502-2442.

ON LIVER DISEASE: John V. Carbone, distinguished lecturer and Michael F. Sorrell, professor of medicine and medical director, Liver Transplant Program, University of Nebraska Medical Center, presents *Clinical Research Aspects Associated With Acute Liver Failure, Mechanisms of Alcoholic Liver Disease and Controversies in Liver Transplantation,* noon-1 p.m., N 225. Sponsored by the department of medicine.

BATTLE OF THE SCHOOLS: Millberry Programs &Services presents *Battle of the Schools,* noon-1 p.m., Saunders Court. Come watch the students and faculty from the Schools of Medicine, Pharmacy, Graduate Division, Dentistry and Nursing battle it out in UCSF's very own extreme games. For other events, check out the website at www.artsperf.ucsf.edu and click on Arts & Performances or call 476-6932.

17 Friday

WELLNESS LECTURE: Barbara Frances presents *Myth, Medicine and Meaning,* noon, HSW 300. Lecture will focus on the healing aspects of stories, myth, imagery and story-medicine and their use in traditional medical settings. Sponsored by the Institute of Healing Arts & Sciences. Free. Call 584-4416.

COLE HALL CINEMA: *Kundun,* 6:30 and 9:30 p.m. Cost is $2-3.50. Call 476-6932 or check the website at http://artsperf.ucsf.edu.

20 Monday

EARTH DAY FAIR: UCSF hosts Earth Day Fair, 11 a.m.-1 p.m., MCB lobby. Call 476-0390 for more information.

MASS MEDIA & HEALTH: Lori Dorfman, co-director, Berkeley Medical Studies Group, Berkeley, presents *Mass Media and Public Health: Obstacles and Opportunities,* noon-1:30 p.m., IHPS Seminar Room, 1388 Sutter St., 11th Flr. Sponsored by the Institute for Health Policy Studies and the Institute for Health & Aging.

21 Tuesday

BROWN BAG LECTURE: Mack Roach III, associate professor, radiology oncology, UCSF/ Mount Zion, presents *Controversies Regarding Prostate Cancer,* noon-1 p.m., UCSF/Mount Zion Medical Center, Herbst Hall. Roach will discuss screenings, surgery, radiation, hormonal therapy and risk factors for prostate cancer. Sponsored by Public Service Programs. Call 476-4394.

UC RETIREMENT SYSTEM MEETING: The Office of Benefits and Financial Planning will describe the features of the 403(b) plan, noon-1 p.m., S 214. Call 476-1400.

SUMMER CARE FAIR: The Child & Elder Care Referral Service is hosting their annual summer care fair, noon-2 p.m., MedSci Lobby. The fair is designed to provide employees and students with information about Bay Area summer programs for children. (See story on page 3.) Call 476-2692.

22 Wednesday

ELDER CARE SUPPORT GROUP: The Child & Elder Care Referral Service is offering a six-week lunch and elder care educational class, 11 a.m.-noon. This is a confidential support group for employees caring for their aging parent or spouse. Each class will cover specific and useful information for caregivers. To enroll or learn more about the class topics, call Jane Mahakian, at 476-2692.

BROWN BAG LECTURE: John J. Berger, author and environmental science and policy consultant, presents *Clean and Green,* 12:10-1 p.m., HSW 300. Learn how energy and renewable energy — solar, wind, bio-mass, geo-thermal, and hydro — when combined, can create a healthy economy and a clean environment. Sponsored by Public Service Programs. Call 476-4394.

ART SHOW & RECEPTION: Celebrate the work of UCSF faculty, staff and student artists, 4-6 p.m., MU Conference Center. Arts & Performances and EMPACT! invites the campus community to this free event, sponsored by Steve Barclay, vice chancellor, administration and Bruce Shroffel, senior vice president and CEO, UCSF Stanford Health Care. Beer tasting by Golden Gate Park Brewery and wine and hors d'oeuvres will be served. For more information, call 476-2675.

23 Thursday

DAUGHTERS AT WORK DAY: (See page 1 for story.)

CLINICAL FACULTY MEET: The annual meeting of the Association of the Clinical Faculty will be held at the Pan Pacific Hotel in San Francisco. (See page 2 for story.)

MAKING MONEY: Derrick Quan, CPA, Unisource Financial Group, San Francisco, presents *Chart Your $ Course: Financial Planning and Investing,* noon, N 217. Learn smart, savvy ideas to manage money. Sponsored by the Office of Student Relations. For more information call Maureen Conway at 502-2442.

BLOIS LECTURESHIP: Donald A.B. Lindberg, director, National Library of Medicine, gives the 1998 Marsden Scott Blois Jr. Memorial Lecture, 4-5 p.m., HSW 303. Blois (1919-1988) was an internationally recognized expert in both the fields of melanoma research and medical informatics, and had a long and distinguished career at UCSF spanning nearly 20 years. Call 476-1680.

COLE HALL CINEMA: *Wag The Dog,* 5:45 and 8:00 p.m.Cost $2-3.50. Call 476-6932.

24 Friday

MOBILE MAMMOGRAPHY: The UCSF van offers convenient breast cancer screening, 9 a.m.-3 p.m., UCSF/Lakeshore, 1501 Sloat Blvd. The exam costs $75 and takes about 20 minutes. Written or verbal approval from a doctor is required. Call 476-2193 for an appointment and for other dates and locations.

EARTH DAY FAIR: Event features food, give-aways, games, music, artwork from local children, conversation with reps from conversation organizations, and local merchants selling their water and energy-saving wares. 11:30 a.m.-1:30 p.m., Millberry Gym.

WELLNESS LECTURE: Raymond Francis, director of "Beyond Health," presents *Get Healthy, Stay Healthy,* noon, HSW 300. Francis will address the root causes of diseases and the use of more effective strategies for recovery and optimal health maintenance. Sponsored by the Institute of Healing Arts & Sciences. Free. Call 584-4416.

COLE HALL CINEMA: *Wag The Dog.* See April 23 listing. Showtimes are 6:30 and 8:45 p.m.

SPRING CONCERT: Millberry Programs & Services presents *Vocal Chords Annual Spring Concert,* 8 p.m., MU Conference Center. Enjoy this free concert with the all-student a cappella choir. Co-sponsored by ASUC. For more information, call 476-6932.

UPCOMING EVENTS

Lindberg to lecture

Donald A.B. Lindberg, director of the National Library of Medicine, willpresent the 1998 Marsden Scott Blois, Jr. Memorial Lectureship in Medical Information Science on Thursday, April 23, from 4 to 5 p.m. in HSW 303. The lecture was founded in 1997 to recognize Blois' contributions to medicine and information science.

A pioneer applying computer technology to health care, Lindberg was appointed director of the National Library of Medicine, the world's largest biomedical library, in 1984. He has current appointments as clinical professor of pathology at the University of Virginia and adjunct professor of pathology at the University of Maryland School of Medicine.

Breast cancer forum

Leading breast cancer researchers from UCSF and around the country will share their findings at the 2nd Annual UCSF Cancer Center Symposium, on Thursday, April 30, 9 a.m. to 5:15 p.m., Cole Hall.

On healthy hearts

The UCSF/Mount Zion Center on Aging Community Health Education presents Healthy Hearts, Laurel Heights Conference Center, on Saturday, May 2. The workshop is free, but pre-registration is required as seating is limited. Call 750-5342.

Hear Wilma Mankiller

Wilma Mankiller, a captivating storyteller and astute observer of the American political scene will speak from noon to1 p.m., on Monday, May 4 in Cole Hall. For more information, call 476-4837.

Orchestra to perform

Millberry Programs & Services presents the UCSF Orchestra on Saturday, May 9 at 7:30 p.m. at the Calvary Presbyterian Church, 2515 Fillmore St. Tickets are sold at the door. Cost is $3/UCSF students; $5/UCSF staff; $7/general public. For more information, call 476-6932.

Party at 3Com Park

EMPACT! is offering tickets for the UCSF Tailgate Party and On-Field Photo Day, Giants vs. The Mets, 1:05 p.m., 3Com Park on Saturday, May 16. Bring BBQ goodies, drinks, etc. and EMPACT! will bring the pits, coals, etc. For more information, call 476-6932.